

**Shrewsbury High School
Athletic Report
2015-16**



**Presented to the School Committee
October 5, 2016**

**Todd Bazydlo, Principal
Jason Costa, Athletic Director**

Table of Contents

I. Overview of 2015-16	p. 3
II. Teams, seasons, levels and contests	p. 4
III. Comparative Data Information Sheet	p. 5
IV. Athletic Administration and Support Groups	p. 10
V. Athletic Financials 2015-16	p. 13
VI. Future Considerations	p. 18
VII. Conclusion	p. 19
Appendix A-Evaluation Instrument	p. 19

Overview of 2015-16

Programming

Shrewsbury High School continues to offer a diverse range of sports for the student body averaging 419 athletes per season. The Athletic Department supports 31 different sports, which account for 60 teams and approximately 700 contests played this past year. In 2015-2016, our coaching staff maintained 70 positions at the high school level. SHS continued to offer and support the Unified Track program for a third year and Unified Basketball for the first time

The Unified Track team consists of 25 regular and special education students competing against other Central Massachusetts schools with the Unified Basketball having about 15 members on the team. Currently, there are 17 schools in the Midland-Wachusett League that offer Unified sports. The first two years of SHS Unified Track program were subsidized by the Massachusetts Special Olympics. The grant for Unified Track team has expired and the Athletics Department is partnering with the Special Education Department to support the continued funding of the program.

Our middle school program consists of 7 coaches and we offer boys' and girls' cross-country and basketball that provided athletic opportunities for approximately 180 students.

Highlights

The Athletic Department provided the same quality programming in our ninth year with athletic fees. This was made possible by combined financial support from the school budget as well as the SHS Boosters Association, Friends of Shrewsbury Crew, various organizations and the sponsorship program. The community support for athletics continues to be strong. Highlights from this past year include:

- 26 out of 31 teams qualified for postseason play.
- League Championships
 - Cheerleading
 - Boys' Cross Country
 - Gymnastics
 - Girls' Ice Hockey
 - Boys' Ice Hockey
- District Finalist
 - Baseball
 - Girls Tennis
- Advanced to the Division 1 State Championship
 - Gymnastics-3rd Place

II. Teams, seasons, levels and contests

During the 2015-16 school year, Shrewsbury High School offered a total of 31 competitive sports to the student body. There were 60 teams that participated at various levels of play ranging from freshman level to varsity level and athletes competed in over 700 contests throughout the school year. Our coaching staff totaled 70 stipended positions (with an additional 29 volunteer positions). The Athletic Department contracts with a part-time trainer for each of the three seasons.

Sports Offered/Levels of competition (Varsity, Junior Varsity, and Freshmen)

Fall Season

Boys' Sports

Football (V, JV, FR)
Soccer (V, JV)
Golf-Coed (V, JV Club)
Cross Country (V)
Crew (V, Novice)

Girls' Sports

Cheering (V, JV)
Soccer (V, JV)
Golf-Coed (V, JV Club)
Cross Country (V)
Crew (V, Novice)
Field Hockey (V, JV)
Volleyball (V, JV)

Winter Season

Basketball (V, JV, FR)
Swimming-Coed (V)
Track (V)
Ice Hockey (V, JV)
Skiing-Coed (V)

Basketball (V, JV, FR)
Swimming-Coed (V)
Track (V)
Ice Hockey (V)
Skiing-Coed (V)
Gymnastics (V)
Cheering (V, JV)

Spring Season

Boys' Sports

Track (V)
Tennis (V)
Baseball (V, JV)
Crew (V, Novice)
Lacrosse (V, JV)

Girls' Sports

Track (V)
Tennis (V)
Softball (V, JV)
Crew (V, Novice)
Lacrosse (V, JV)

III. Comparative Data Information Sheet

Programming and Participation

The following tables show five-year overview of programming and participation. (**Note:** numbers in brackets indicate the number of girls on a co-ed team.)

Number of sports offered:	<u>11-12</u>	<u>12-13</u>	<u>13-14</u>	<u>14-15</u>	<u>15-16</u>
Boys	15	15	15	15	15
Girls	19	19	19	19	19
Number of teams offered:					
Boys	26	26	26	26	26
Girls	31	31	31	31	31
Number of athletes per season:					
Fall	458 (+7)	450 (-8)	461 (+11)	477 (+16)	483 (+6)
Winter	376 (+8)	325 (-51)	295 (-30)	348 (+53)	378 (+30)
Spring	<u>401 (-24)</u>	<u>384 (-17)</u>	<u>398 (+14)</u>	<u>430 (+32)</u>	<u>421 (-9)</u>
<i>Total</i>	<i>1235 (-9)</i>	<i>1159 (-76)</i>	<i>1154 (-5)</i>	<i>1255 (+101)</i>	<i>1282 (+27)</i>

Number of one, two, and three sport athletes:

One-sport athletes - 355 students
 Two-sport athletes - 270 students
 Three-sport athletes -129 students
 Total number of athletes=754 students

754 student-athletes represents 46% of the Shrewsbury High School's population.

Participation of athletes by sport:	<u>11-12</u>	<u>12-13</u>	<u>13-14</u>	<u>14-15</u>	<u>15-16</u>
Football - Boys	103	95	100	87	100
Fall Crew - Boys	35	38	43	50	46
Fall Crew - Girls	43	48	50	39	42
Soccer - Boys	42	44	44	45	40
Soccer - Girls	46	44	47	50	39
X-Country - Boys	34	29	36	41	46
X-Country - Girls	32	32	24	35	36
Golf - Co-Ed	21 [1]	18 [2]	20 [2]	17 [1]	18 [1]
Fall Cheering - Girls	31	27	21	29	34
Field Hockey - Girls	37	31	34	40	38
Volleyball - Girls	33	42	40	43	43
Basketball - Boys	44	45	40	37	37
Basketball - Girls	36	38	38	29	29
Indoor Track - Boys	65	53	47	87	81
Indoor Track - Girls	66	50	37	53	72
Swimming - Co-Ed	10 [21]	10 [17]	8 [14]	8 [14]	15 [16]
Ice Hockey - Boys	54	41	44	44	42
Ice Hockey – Girls	22	25	21	17	21
Skiing - Co-Ed	8 [6]	6 [7]	6 [9]	5 [9]	6 [10]
Gymnastics - Girls	13	10	10	17	15
Winter Cheering	31	23	21	28	34
Spring Track - Boys	70	79	87	92	86
Spring Track - Girls	75	69	61	71	76
Tennis - Boys	14	11	13	10	10
Tennis - Girls	12	12	11	15	16
Baseball - Boys	37	32	35	36	33
Softball - Girls	29	29	28	30	32
Lacrosse - Boys	45	38	39	41	42
Lacrosse - Girls	39	34	37	40	38
Spring Crew - Boys	41	36	44	53	47
Spring Crew - Girls	39	44	43	42	41

SHS Percentage of Participants by Grade Level
(# of Athletes by grade/total athletes by season)

	<u>Grade 8</u>	<u>Grade 9</u>	<u>Grade 10</u>	<u>Grade 11</u>	<u>Grade 12</u>	<u>TOTAL</u>
B. Crew	0	8	15	15	8	46
G. Crew	0	12	8	10	12	42
Football	0	31	27	23	19	100
B. X-Country	0	11	14	11	10	46
G. X-Country	0	9	14	3	10	36
Field Hockey	0	5	14	12	7	38
Cheerleading	0	16	12	3	3	34
Golf	0	4	3	7	5	19
Volleyball	0	19	7	10	7	43
B. Soccer	0	15	11	12	2	40
G. Soccer	0	13	13	7	6	39
	0	143	138	113	89	483

Fall %	0	30%	29%	23%	18%	100%
---------------	----------	------------	------------	------------	------------	-------------

(Athletes grade/total athletes)

	<u>Grade</u> <u>7+8</u>	<u>Grade 9</u>	<u>Grade 10</u>	<u>Grade 11</u>	<u>Grade 12</u>	<u>TOTAL</u>
B. Basketball	0	13	12	10	2	37
G. Basketball	0	13	10	3	3	29
B. Ice Hockey	0	10	15	8	9	42
G. Ice Hockey	2	5	8	2	4	21
B. Ski	0	1	1	2	2	6
G. Ski	0	2	3	3	2	10
B. Swim	0	4	2	8	1	15
G. Swim	0	4	7	2	3	16
Cheerleading	0	16	12	3	3	34
G. Track	0	32	18	13	9	72
B. Track	0	18	29	25	9	81
Gymnastics	<u>0</u>	<u>1</u>	<u>4</u>	<u>3</u>	<u>7</u>	<u>15</u>
	2	119	121	82	54	378

Winter % **1.00%** **31%** **32%** **22%** **14%** **100%**

(Athletes grade/total athletes)

	<u>Grade 8</u>	<u>Grade 9</u>	<u>Grade 10</u>	<u>Grade 11</u>	<u>Grade 12</u>	<u>TOTAL</u>
B. Lacrosse	0	11	16	9	6	42
G. Lacrosse	0	8	18	8	4	38
Baseball	0	10	10	7	6	33
Softball	0	8	13	4	7	32
G. Tennis	0	5	7	1	3	16
B. Tennis	0	2	3	3	2	10
B. Track	0	30	23	23	10	86
G. Track	0	27	24	11	14	76
B. Crew	0	7	16	15	9	47
G. Crew	<u>0</u>	<u>10</u>	<u>13</u>	<u>7</u>	<u>11</u>	<u>41</u>
	0	118	143	88	72	421

Spring % **0%** **28%** **34%** **21%** **17%** **100%**

(Athletes grade/total athletes)

	<u>Grade 8</u>	<u>Grade 9</u>	<u>Grade 10</u>	<u>Grade 11</u>	<u>Grade 12</u>	<u>TOTAL</u>
2015-16	2	380	402	283	215	1282
%	1%	30%	31%	22%	17%	100%

% of Athletes by Season & grade

(# of Athletes by grade/Class enrollment)

	Total students	Fall	Winter	Spring
Class of 2019	380	38%	31%	31%
Class of 2018	402	34%	30%	36%
Class of 2017	283	40%	29%	31%
Class of 2016	215	41%	25%	33%

Team records by sport

	<u>11-12</u>	<u>12-13</u>	<u>13-14</u>	<u>14-15</u>	<u>15-16</u>
Golf	15-3	14-4	14-4	13-5	11-6
Football	4-7	5-7	9-3	6-5	4-7
Fall Crew- Boys	Top 25%	Top 25%	Top 50%	Top 50%	Top 25%
Fall Crew - Girls	Top 25%	Top 25%	Top 25%	Top 25%	Top 25%
Soccer - Boys	10-7-2	7-10	8-9-2	15-4-1	4-6-9
Soccer - Girls	12-3-2	10-6-4	8-8-4	6-10-2	2-13-3
X-Country - Boys	8-0	5-2	5-1	5-1	4-2
X-Country - Girls	7-0	3-3	2-3	2-3	6-2
Field Hockey	10-4-6	18-4	16-4-2	10-9-2	4-10-4
Volleyball	9-10	12-8	13-8	15-6	15-7
Basketball - Boys	4-16	7-13	5-15	11-10	11-10
Basketball - Girls	18-4	11-10	14-8	8-12	5-15
Indoor Track - Boys	5-3	6-1	5-2	5-1	3-2
Indoor Track - Girls	6-2	5-1	5-1	4-1	4-1
Swimming	4-8	8-3	2-8	5-5	6-5
Ice Hockey-Boys	10-10-1	14-5-2	21-2-1	17-5	18-2-1
Ice-Hockey-Girls	9-6-5	11-9-1	13-7-3	13-6-3	11-6-4
Skiing-Boys	N/A	N/A	14-26	25-15	28-4
Skiing-Girls	N/A	N/A	32-13	30-9-1	29-7
Gymnastics	9-5	6-6	12-0	15-0	14-1
Spring Track - Boys	4-4	5-2	4-3	6-0	4-2
Spring Track - Girls	5-3	5-1	4-3	4-2	5-2
Tennis - Boys	14-4	13-4	12-6	9-8	12-7
Tennis - Girls	13-5	17-3	17-4	13-3	16-3
Baseball	13-9	14-8	12-9	16-7	15-7
Softball	16-5	13-8	13-9	13-9	15-7
Spring Crew - Boys	Top 25%	Top 25%	Top 50%	Top 50%	Top 25%
Spring Crew - Girls	Top 25%	Top 25%	Top 25%	Top 25%	Top 25%
Lacrosse - Boys	11-9	17-6	20-5	16-6	8-12
Lacrosse - Girls	12-8	17-6	15-7	8-12	8-12

Numbers of student-athletes selected to All-Stars

	<u>11-12</u>	<u>12-13</u>	<u>13-14</u>	<u>14-15</u>	<u>15-16</u>
League / Conference [MVP's]	99	95 [5]	99 [4]	90 [2]	60 {2}
T&G	20	34	58	25	19
Central Mass	17	23	20	22	14
All-State	3	1	5	6	1
All-New England	1	1	3	1	1
All-American	0	1	4	1	0

2015-16 Championship Teams**Fall**

- Boys' X-Country Midland-Wachusett League "A" Champions
- Cheerleading Midland-Wachusett League "A" Champions

Winter

- Girls' Ice Hockey CMASS/GEMIHLE League Champions
- Gymnastics Midland-Wachusett League "A" Champions, State Finalists
- Cheerleading Midland-Wachusett League "A" Champions
- Boys' Ice Hockey Auburn Tournament Champions, Coughlin Conference Champions

Spring

- Girls' Tennis District Finalists
- Baseball Midland-Wachusett League "A" Champions, District Finalist
John Ahearn Memorial Tournament Champions
- Boys and Girls Crew Mahoney Cup Champions

Class of 2016 Collegiate Participants

- 7 members (2 male and 5 Female) of Class of 2016 signed National Letters of Intent (NLI) to participate in NCAA athletics. The student-athletes signed NLIs in the following sports: cross country, football, track and field, golf, lacrosse, and soccer.
- Additionally, 15 student-athletes from the Class of 2016 reported that they would participate in NCAA athletics for the 2016-2017 school year.

IV. Athletic Administration and Support Groups

Athletic Administration

- **Middle School Program** Last year Oak Middle School provided cross-country in the fall for both boys and girls. Both teams had a successful season and had over 100 runners participating in the program and competed in a 6 meet schedule. During the winter season, basketball was offered for boys and girls with each team averaging 24 athletes. Both basketball teams continue to be very competitive and each completed an 18 game schedule. The excitement and energy generated on the cross-country course and on the basketball court was outstanding.
- **Coaches' Education** The landscape of coaching high school athletics is becoming more complex as there are numerous mandates to complete prior to coaches working with student-athletes. New coaches are required by the MIAA to complete the state coaches' education course. The course reviews and outlines expectations and responsibilities of being a coach. Coaches also have to complete a concussion course to help assist them in identifying students who may have suffered a concussion. Lastly, all coaches are required to be certified in CPR, First Aid and AED. The addition of these mandates has added to the complexity of managing the Athletic Department. The training is important to help our coaches support our student-athletes, however the trainings create additional logistics of managing requirements, coordinating and offering programming, and has increased the financial burden of coaches and the athletic department paying for these trainings.
- **Athletic Internship** SHS offers student internships in the athletic program throughout the school year. Students can be assigned to assist the athletic director, work with an individual team as manager/statistician, or work with the Athletic Trainer to develop a baseline understanding of sports medicine. Students receive 2.5 credits per semester for their work. Internships have provided outstanding opportunities for students to investigate and experience working in an Athletic Department. During the 2015-16 school year, we had 11 students participate in the Athletic Internship program.
- **Student Leadership** Each year the athletic department works to promote and develop student leaders in our community. The Athletic Director works in close partnership with the MIAA, school administration, school counseling department, and the coaching staff to provide opportunities for student-athletes to develop their leadership capacity. Below is a list of events that students attend with the Athletic Director.
 - **SHS Captains Workshop**-Each summer the Captains of each sport are required to attend a 4-hour leadership workshop at SHS. The workshop reviews expectations for Captains, conducts teambuilding activities, helps develop student leader communication with coaches and teammates, and captains participate in scenarios and simulations that require thinking quickly and critically when faced with a dilemma.
 - **SHS Leadership Training**- Shrewsbury High School teamed up with Algonquin Regional High School for two-day leadership training. 20 Shrewsbury High School sophomores and juniors participated in various leadership simulations and scenarios.
 - **MIAA programming** –The Athletic Director provides students opportunities to attend the following programming sponsored by the MIAA and typically accompanies student-athletes to these events.
 - Student Ambassador-Midland-Wachusett League
 - Sportsmanship Summit- Gillette Stadium
 - New England Student Leaders Conference-Stonehill College
 - National Girls and Women in Sports Day-TD Garden

- Midland-Wachusett League Community Service Event-Community Harvest, Grafton

- **Evaluation of Coaches** All head coaches are evaluated annually by the Athletic Director. Coaches are required to fill out a reflection sheet and then meet with the Athletic Director at the conclusion of the season. The Athletic Director then completes and shares the written evaluation with the head coach. Head coaches evaluate the performance of Assistant Coaches and share their findings with the Athletic Director. (See Appendix A)
- **Coordinate and manage visits of college recruiters** Numerous college recruiters contact the Athletic Department in order to schedule meetings with student-athletes. The Athletic Director manages all recruiting visits with student-athletes. Coaches and/or the Athletic Director attend these meetings with students and representatives from colleges and universities.
- **Pre-season meetings** Prior to the start of each season, student-athletes and their families are required to attend a pre-season meeting with the Athletic Director (3 per year). The meetings last approximately 45 minutes and review the expectations for student-athletes and their parents. Additionally, the Athletic Trainer conducts concussion education and the procedures utilized in the event of an injury. Coaches meet with individual programs to go over program expectations with parents and athletes.
- **Awards Night** The Athletic Department conducts its annual awards night each June. The ceremony recognizes the achievement of each team and outstanding individual accomplishments. The entire coach staff attends the event to celebrate the conclusion of the school year and meet one last time with members of their team.

Support Groups

- **Shrewsbury High School Athletic Boosters Association**

This past year has been a very active year for our parent-run SHS Athletic Boosters Association. Their primary functions are to raise funds to support athletic programming, foster overall spirit for SHS sports teams, organize parent volunteers to provide support for contests, provide post contest-refreshments for athletes, and help coordinate end of the season banquets for individual teams to bring formal closure to their season. In addition, the Athletic Boosters Association has provided funding for replacement uniforms and equipment. The athletic program is very appreciative for the parental support it receives. The Athletic Department will continue to partner and work with the dedicated parent volunteers to help support and maintain a quality athletic program.

The SHS Athletic Boosters Association held monthly meetings during the year. The 2015-16 school year marked the ninth year in which all athletic teams at Shrewsbury High School became members of the SHS Boosters Association. One of the boosters' primary functions is to raise money in order to help provide student-athletes equipment and materials not covered through the appropriated budget. They continue to provide funding for uniforms, equipment, senior scholarships, athletic fee scholarships, athletic awards, and other athletic needs by holding three major fundraisers each year. In the fall, the annual "Gold Card" fundraiser brings in approximately \$35,000 each year. Between the Boosters' seasonal fundraisers, the annual golf tournament, and hosting USA Gymnastics events, the group was able to assist with the provisions needed to maintain an athletic program. This past year the Boosters Association contracted with Gale Associates to conduct an evaluation of the outdoor athletic complex and developed recommendations for improvements to the facility.

- **Corporate Donations/Sponsorships**

Last year the athletic department received a \$20,000 donation from Central One Federal Credit Union. The donations were used to supplement funds that were cut during previous budget cycles. As a result, Shrewsbury was able to maintain its complete program of offerings for student athletes.

- **Friends of Shrewsbury Crew**

Financial need and increased participation led to a need for an additional source of funding for the crew program. The Friends of Shrewsbury Crew purchases specific pieces of equipment, including costly shells. The athletic program is very appreciative of all that FOOSC does to benefit the athletes within the crew program.

V. Athletic Financials 2015-16

Fees 2015-16

The fall of 2015 marked the tenth year of athletic fees. The fee structure and registration process was explained at the *Parent/Athlete Nights* held at the beginning each season for the 2015-16 school year. Athletes and parents were informed that all fees, medical and permission forms were due to the Athletic Department on a specified date. There were 8 athletes who were unable to pay the athletic fee due to hardships. This was a decrease of 8 from the year before. The Boosters Association and private donations sponsored these students. Students who decided not to participate or were cut from a sport had checks mailed back to them when rosters were turned into the Athletic Office.

Athletic Fee Totals

Athletic Fees 15-16

Fall Sports	Amount Collected	Winter Sports	Amount Collected	Spring Sports	Amount Collected	
Cheerleading	\$9,570	Cheerleading	\$8,145	Baseball	\$7,860	
B. Cross Country	\$12,810	B. Indoor Track	\$18,815	B. Crew	\$11,360	
G. Cross Country	\$9,595	G. Indoor Track	\$17,270	G. Crew	\$8,245	
B. Crew	\$13,075	B. Basketball	\$8,470	B. Lacrosse	\$7,930	
G. Crew	\$10,020	G. Basketball	\$8,120	G. Lacrosse	\$8,535	
Field Hockey	\$9,910	B. Ski Team	\$1,450	B. Tennis	\$2,030	
Football	\$23,100	G. Ski Team	\$2,610	G. Tennis	\$4,640	
Golf	\$4,985	B. Swim Team	\$3,770	B. Track	\$16,960	
B. Soccer	\$10,225	G. Swim Team	\$4,650	G. Track	\$17,480	
G. Soccer	\$10,730	B. Ice Hockey	\$10,780	Softball	\$8,065	
Volleyball	\$10,814	Gymnastics	\$3,485			
		G. Ice Hockey	\$4,955	*Additional 12,234.80 collected from Co-Op school districts		
Total	\$112,024		\$92,520		\$93,105	Grand Total
						\$309,883.80

Athletic Revenue and Expenses 2015-16

REVENUE:

Appropriations:

Transportation	\$86,700.00
Insurance	\$3,607.00
R+M Equipment	
Reconditioning	\$15,300.00
Athletic Uniforms & Equipment	\$21,684.00
Doctor's Fees	\$918.00
Professional Development	\$1,372.00
Dues/Memberships	\$12,750.00
Facility Rental	\$36,000.00
Athletic Trainer Contract	\$41,500.00

Subtotal Appropriations	\$219,831.00
Gate Receipts	\$43,940.00
Athletic Fees	<u>\$324,440.88</u>
TOTAL REVENUE:	\$573,654.80

EXPENSES:

Coaches' Salaries	\$302,362.33
Officials, Gameday Expenses (ticket sellers, site supervisors, announcers)	\$43,527.50
Transportation	\$109,186.69
Insurance	3,536.00
R+M Equipment	
Reconditioning	\$18,627.78
Athletic Uniforms & Equipment	\$19,370.03
Doctor's Fees	\$900.00
Professional Development	\$2,553.25
Dues/Memberships	\$7,015.24
Facility Rental	40,227.23
Athletic Trainer	\$48,417.05
Athletic Medical Supplies	<u>\$4,000.00</u>
TOTAL EXPENSES:	\$599,723.31

VI. Future Considerations

The Shrewsbury High School Athletic program provides significant opportunities for student-athletes and significantly contributes to our positive school culture. As we reflect upon the program, we have identified areas that need to be considered as we move forward. Below are five areas in need of consideration:

1. Athletic Trainer-Add the athletic trainer as a SPS full time employee to help ensure continuity of service and communication to student-athletes, families and school's health office. Ensure quality control in the management of complex state and federal reporting mandates. MIAA is looking to mandate this for 2017-18.
2. New Uniforms-Work on developing a regular refurbish or replacement schedule for school uniforms.
3. Increase Freshman Athletic Offerings-Consider adding more opportunities for freshmen athletes.
4. Improvement to Athletic Facilities-Partner with booster and community groups, local businesses, and alumni in order to raise \$1 million towards the renovation and improvement of the athletics infrastructure at Shrewsbury High School.

VII. Conclusion

The Shrewsbury Athletic Program cultivates social and emotional well-being of our students. By participating in sports, the students-athletes learn essential skills that they will use throughout the rest of their lives. Some of the skills include teamwork, responsibility, and perseverance. We hope to continue to build upon our program and offer the best opportunities to showcase our student-athletes talents.

Supervision and Evaluation: Shrewsbury High School Coaches



Jay Costa
Athletic Director
Shrewsbury High School
64 Holden Street
Shrewsbury, MA 01545

Table of Contents

<i>Coach’s Code of Ethics.....</i>	<i>3</i>
<i>Supervision and Evaluation Criteria</i>	<i>4</i>
<i>Shrewsbury High School Coaching Standards</i>	<i>5</i>
<i>Annual Performance Review Meeting – Written Responses.....</i>	<i>6</i>
<i>Coach’s Self-Reflection Form.....</i>	<i>7</i>
<i>Coach’s Evaluation Form.....</i>	<i>9</i>

Coach's Code of Ethics

1. The function of the coach is to educate students through participation in interscholastic competition. It is recognized that there are benefits from participation in athletics that cannot be duplicated in the classroom. Interscholastic programs are designed to enhance academic achievement and increase opportunities for academic success. Each student-athlete will be treated with respect, and his or her welfare will be uppermost at all times.
2. The coach is aware that he or she has tremendous influence on the education of a student-athlete and, thus, instilling the highest ideals of character shall be placed above the value of winning.
3. The coach shall uphold the honor and dignity of the profession. In all personal contact with student athletes, officials, athletic directors, school administrators, the MIAA, the media, parents and the public, the coach shall set an example of the highest professional, ethical and moral conduct.
4. The coach shall take an active role in encouraging all athletes to stay in compliance with the Shrewsbury High School Athletic Code and Student Handbook.
5. The coach shall not use alcohol or tobacco products when in a coaching or supervising role.
6. The coach shall promote the entire interscholastic program of the school and direct his or her program in conjunction with the total school program.
7. The coach shall master the contest rules and teach them to his or her team members.
8. The coach shall exert his or her influence to enhance good sportsmanship and school spirit.
9. The coach shall respect and support contest officials. The coach shall avoid conduct that would incite players or spectators against the officials. Public criticism of officials is unethical.
10. A coach shall not exert pressure on faculty members to give student athletes special considerations.

Supervision and Evaluation: Criteria

- Coaches will receive Evaluation packets before the end of their respective seasons from the Athletic Director.
- All coaches, at all levels (Varsity, JV, Freshmen and Middle School) will be required to fill out the Annual Performance Review and the Coach's Self-Reflection form within 20 days of the end of the season.
- All Assistant Coaches at all levels will meet with the Head Varsity Coach within 30 days of the end of the season to go over their Evaluation forms.
- Once the Varsity Head Coach meets with his coaches, all Varsity Head Coaches will meet with the Athletic Director within 30 days of the end of the season to go over their Evaluation forms as well as their assistant coaches.
- If it is found that any coach "Needs Improvement" at any level, a separate meeting will be scheduled with the Athletic Director, Varsity Head Coach and coach in need of improvement to discuss the situation and collaboratively develop a plan for improvement. Twice during the next season, the coach will meet with the Head Coach to monitor progress made on the plan of improvement.
- If it is found that any Varsity Head Coach "Needs Improvement", a separate meeting will be scheduled with the Athletic Director, Principal and Varsity Head Coach to discuss the situation and collaboratively develop a plan for improvement. Twice during the next season, the Head Coach will meet with the Athletic Director to monitor progress made on the plan of improvement.

Shrewsbury High School

Coaching Standards

<i>Standard</i>	<i>The Coach is someone who:</i>
Standard 1: The coach communicates well.	1.1 Communicates with athletes, parents, other coaches, and Principal. 1.2 Promotes professional communication with parents. 1.3 Fosters accurate and balanced communication with news personnel. 1.4 Shows self-control and poise in all areas related to coaching responsibilities. 1.5 Provides an atmosphere for open dialogue with student athletes.
Standard 2: The coach knows how to organize an athletic environment.	2.1 Provides an adequate system for management of equipment. 2.2 Cooperates with Principal in regards to completion of responsibilities.
Standard 3: The coach is knowledgeable of the sport they are coaching.	3.1 Is well versed and knowledgeable in matters pertaining to their sport. 3.2 Abides by event regulations including district, conference, state (MIAA) and national rules. 3.3 Keeps informed of modern trends, techniques, and strategies (i.e. clinic, staff development and workshop opportunities).
Standard 4: The coach is able to identify and apply ethical conduct in their sport.	4.1 Maintains self-control in the competitive arena, providing an example of sporting behavior. 4.2 Uses ethical means of motivation. 4.3 Enforces training rules, codes, eligibility, and MIAA policies.
Standard 5: The coach provides a safe environment for practices and competitions.	5.1 Appropriately supervises the student athlete in locker rooms, training areas, and while being transported. 5.2 Organizes, supervises, coordinates, and evaluates practice sessions and related activities with attention to individual and group safety. 5.3 Understands the potential for injury and recognizes the importance of first aid, injury policies, and working with medical professionals, including athletic trainer.

Shrewsbury High School

Coach's Self-Reflection Form

Name of Coach	Sport	Level
----------------------	--------------	--------------

Date

As you prepare for your annual performance review meeting, please fill this out and bring it to your meeting. *This document remains the property of the coach.*

Rating Scale	(3)	Performance Above Expectation			
Meets Expectation		(2)	Performance	BELOW EXPECTATION	MEETS EXPECTATION
Below Expectation		(1)	Performance	BELOW EXPECTATION	ABOVE EXPECTATION

STANDARD 1: I COMMUNICATE WELL.

- | | | | |
|---|----------------------------|----------------------------|----------------------------|
| 1.1 Communicates with athletes, parents, other coaches, and Athletic Director. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 1.2 Promotes professional communication with parents. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 1.3 Fosters accurate and balanced communication with news personnel. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 1.4 Shows self-control and poise in all areas related to coaching responsibilities. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 1.5 Provides an atmosphere for open dialogue with student athletes. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |

Comments?

STANDARD 2: I KNOW HOW TO ORGANIZE AN ATHLETIC ENVIRONMENT.

- | | | | |
|--|----------------------------|----------------------------|----------------------------|
| 2.1 Provides an adequate system for management of equipment. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 2.2 Cooperates with Athletic Director in regards to completion of responsibilities related to coaching assignment. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |

Comments?

STANDARD 3: I AM KNOWLEDGEABLE OF THE SPORT I AM COACHING.

- | | | | |
|--|----------------------------|----------------------------|----------------------------|
| 3.1 Is well-versed and knowledgeable in matters pertaining to their sport. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 3.2 Abides by event regulations including district, conference, state (MIAA) and national rules. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 3.3 Keeps informed of modern trends, techniques, and strategies (i.e. clinic, staff development and workshop opportunities). | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |

Comments?

Rating Scale	(3)	Performance Above Expectation			
Meets Expectation		(2)	Performance	BELOW EXPECTATION	MEETS EXPECTATION
Below Expectation		(1)	Performance		ABOVE EXPECTATION

STANDARD 4: I AM ABLE TO IDENTIFY AND APPLY ETHICAL CONDUCT IN THE SPORT.

- | | | | | |
|-----|---|----------------------------|----------------------------|----------------------------|
| 4.1 | Maintains self-control in the competitive arena, providing an example of sporting behavior. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 4.2 | Uses ethical means of motivation. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 4.3 | Enforces training rules, codes, eligibility, and MIAA policies. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |

Comments?

STANDARD 5: I WILL PROVIDE A SAFE ENVIRONMENT FOR PRACTICES AND COMPETITIONS.

- | | | | | |
|-----|---|----------------------------|----------------------------|----------------------------|
| 5.1 | Appropriately supervises the student athlete in locker rooms, training areas, and while being transported. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 5.2 | Organizes, supervises, coordinates, and evaluates practice sessions and related activities with attention to individual and group safety. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 5.3 | Understands the potential for injury and recognizes the importance of first aid, injury policies, and working with medical professionals, including athletic trainer. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |

Comments?

STANDARD 6: I AM CONNECTED WITH OTHER COACHES AND THE ATHLETIC COMMUNITY.

- | | | | | |
|-----|---|----------------------------|----------------------------|----------------------------|
| 6.1 | Maintains a positive rapport with his/her assistants. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 6.2 | Displays cooperation and support for the school's athletic program. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |

Comments?

Shrewsbury High School

Coach's Evaluation Form

Name of Coach	Sport	Level
----------------------	--------------	--------------

Athletic Director	Date
--------------------------	-------------

Comments are optional unless a "1" is checked.

Rating Scale	(3)	Performance Above			
Expectation					
Meets Expectation	(2)	Performance	BELOW EXPECTATION	MEETS EXPECTATION	ABOVE EXPECTATION
Below Expectation	(1)	Performance			

STANDARD 1: THE COACH COMMUNICATES WELL.

- | | | | |
|---|----------------------------|----------------------------|----------------------------|
| 1.1 Communicates with athletes, parents, other coaches, and Athletic Director. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 1.2 Promotes professional communication with parents. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 1.3 Fosters accurate and balanced communication with news personnel. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 1.4 Shows self-control and poise in all areas related to coaching responsibilities. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 1.5 Provides an atmosphere for open dialogue with student athletes. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |

Comments?

STANDARD 2: THE COACH KNOWS HOW TO ORGANIZE AN ATHLETIC ENVIRONMENT.

- | | | | |
|--|----------------------------|----------------------------|----------------------------|
| 2.1 Provides an adequate system for management of equipment. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 2.2 Cooperates with Athletic Director in regards to completion of responsibilities related to coaching assignment. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |

Comments?

STANDARD 3: THE COACH IS KNOWLEDGEABLE OF THE SPORT THEY ARE COACHING.

- | | | | |
|--|----------------------------|----------------------------|----------------------------|
| 3.1 Is well-versed and knowledgeable in matters pertaining to their sport. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 3.2 Abides by event regulations including district, conference, state (MIAA) and national rules. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 3.3 Keeps informed of modern trends, techniques, and strategies (i.e. clinic, staff development and workshop opportunities). | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |

Comments?

Rating Scale	(3)	Performance Above			
Expectation		(2)	Performance	BELOW EXPECTATION	MEETS EXPECTATION
Meets Expectation		(1)	Performance		ABOVE EXPECTATION
Below Expectation					

STANDARD 4: THE COACH IS ABLE TO IDENTIFY AND APPLY ETHICAL CONDUCT IN THEIR SPORT.

- | | | | | |
|-----|---|----------------------------|----------------------------|----------------------------|
| 4.1 | Maintains self-control in the competitive arena, providing an example of sporting behavior. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 4.2 | Uses ethical means of motivation. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 4.3 | Enforces training rules, codes, eligibility, and MIAA policies. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |

Comments?

STANDARD 5: THE COACH PROVIDES A SAFE ENVIRONMENT FOR PRACTICES AND COMPETITIONS.

- | | | | | |
|-----|---|----------------------------|----------------------------|----------------------------|
| 5.1 | Appropriately supervises the student athlete in locker rooms, training areas, and while being transported. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 5.2 | Organizes, supervises, coordinates, and evaluates practice sessions and related activities with attention to individual and group safety. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 5.3 | Understands the potential for injury and recognizes the importance of first aid, injury policies, and working with medical professionals, including athletic trainer. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |

Comments?

STANDARD 6: THE COACH IS CONNECTED WITH OTHER COACHES AND THE ATHLETIC COMMUNITY.

- | | | | | |
|-----|---|----------------------------|----------------------------|----------------------------|
| 6.1 | Maintains a positive rapport with his/her assistants. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| 6.2 | Displays cooperation and support for the school's athletic program. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |

Comments?

Rating Scale	(3)	Performance Above			
Expectation		(2)	Performance	BELOW EXPECTATION	METS EXPECTATION
Meets Expectation		(1)	Performance		ABOVE EXPECTATION
Below Expectation					

OVERALL SUMMARY OF COACHING PERFORMANCE

ATTACH “PLAN FOR IMPROVEMENT” IF APPLICABLE.

COACH’S
SIGNATURE _____ DATE _____

ATHLETIC
DIRECTOR’S
SIGNATURE _____ DATE _____

COACH’S COMMENTS: